

**ADDITIONAL INFORMATION
TO ESG REPORTING**
2023-2024



In the context of the ESG rating campaign 2023-2024, this note intends to complement the existing extensive ESG (Environment, Social, Governance) information of Kering available in the public domain, such as Kering’s 2023 Universal Registration Document, the Sustainability Progress Report, Sustainability Library and other ESG information that can be found on Kering’s corporate website to increase dialogue with ESG rating organisms. It aims at providing additional insights into Kering’s reporting on specific ESG topics already comprehensively developed, and where the Group intends to emphasize its transparency with regard to the specific rating criteria of these organisms.

Summary

ENVIRONMENTAL DIMENSION	3
Additional information on Environmental Policy & Management Systems	3
Additional information on Climate	3
Additional information on LEED certifications, energy, water and waste management	5
Additional information on Water	6
Additional information on Biodiversity	6
SOCIAL DIMENSION	7
Additional information on Kering’s Workforce	7
Additional information on Kering’s Culture of performance	7
GOVERNANCE & ECONOMIC DIMENSION	7
Additional information on Kering’s Suppliers	7
Additional information on Risks Management Processes	8
Additional information on Data Privacy and Cybersecurity	8
Additional information on Trade Associations	9

ENVIRONMENTAL DIMENSION

This section intends to complement Kering's reporting on its environmental strategy and related action plans.

Additional information on Environmental Policy & Management Systems

Kering has not paid any fines nor penalties related to environmental or ecological issues in the past 6 fiscal years.

Additional information on Climate

Kering has made climate action a key part of its Sustainability Strategy, aiming for a Net Zero trajectory consistent with the ambitions of the Paris Agreement. Kering has chosen to adopt a scientific approach and thus to align its climate policy and resulting targets with the Science Based Targets initiative (SBTi) 1.5°C guidelines. These guidelines require Kering to reduce its emissions as a priority and offset its residual emissions, taking into account climate-related physical and transition risks. As the first company in the luxury sector to be certified by the SBTi in 2016 for its carbon footprint reduction targets, Kering has adopted an ambitious Climate Strategy based on three complementary targets for the short, medium and long term:

- **by 2030:** In 2021, Kering revised its SBT to adopt the 1.5°C scenario: a 90% absolute reduction in greenhouse gas emissions from Kering's own operations (whole of GHG Protocol Scopes 1 and 2) and a 70% reduction in intensity of GHG emissions arising from its supply chains (GHG Protocol Scope 3) relative to 2015;
- **by 2035:** 40% absolute reduction in emissions across the Group (GHG Protocol Scopes 1, 2 and 3) relative to 2021;
- **by 2050:** commitment to a net zero trajectory in line with the ambitions of the Paris Agreement.

Kering's carbon reduction targets were resubmitted to the SBTi for validation in April 2024 and are currently being reviewed. The targets will be aligned with the Net Zero Standard and with the SBTi FLAG guidance.

The Group is setting up prioritization and action plans in its own operations as well as in its supply chain to achieve its targets, aligned with the three-time horizons, building on programs and initiatives already implemented throughout the years. As regards the Group's own operations (GHG Protocol Scopes 1 and 2), Kering is building on the following actions (please refer to the 2023 URD section 5.2.3):

- Energy efficiency (implementing guidelines throughout the life cycle of its sites, electrification);
- Energy supply strategy (production of renewable energy, purchases of electricity from renewable sources wherever possible). Since 2022, Kering achieved the RE100 target of sourcing 100% of its electricity from renewable sources in accordance with the directives of the RE100 initiative;
- LED technology for lighting – a source of significant energy savings (up to 90%) – has been rolled out by all stores and in the majority of store sales areas.

In addition, efforts to achieve these targets, including the target regarding the absolute reduction in GHG emissions, especially Scope 3, include a set of initiatives to reduce emissions all along the value chain, starting with the production of raw materials. These initiatives notably include:

- Eco-design, low-carbon products¹ and sourcing strategy: adopting the Kering Standards covering raw materials and production processes towards a lower environmental impact, particularly as regards their carbon footprint. The Kering Standards apply both to Group Houses and to their suppliers. They are updated annually;
- Increased use of renewable energies in supply chains;
- Fair production ("produce what we sell"): use AI, capitalize on planification and product offering to adjust production volumes as closely as possible to sales;
- Purchased goods and services: promote energy efficiency at production sites and optimize processes;
- Transport: optimize transport itineraries and minimize journeys; electrify transportation and opt for the most environmentally efficient transport methods;
- Development of new business models based on the circular economy and pre-owned items.

In addition to the Group's reduction targets, Kering has since 2012 been investing in nature-based carbon offsetting

¹ Low-carbon products at Kering are products with GHG emissions that are significantly lower, and for which emissions compared to a product of reference can be quantified. It currently concerns products with recycled content, biobased content, organic content, improved land management features or products tanned with metal-free processes. Products from regenerative agriculture are not yet accounted for as there is no quantitative data with regard to avoided emissions available but Kering is working on developing such a methodology.

projects, thereby helping to protect essential ecosystems and carbon sinks around the world. These projects help to mitigate climate change beyond the Group's value chains and to preserve and restore sensitive ecosystems (forests, wetlands and coastal areas). In December 2022, Kering also announced the creation of the Kering Climate Fund for Nature, with an investment of €100 million. The fund is supporting new projects involving high-quality nature-based solutions that generate carbon credits for Kering and the other co-investors. Around two thirds are removal projects and one third avoidance projects. The fund aims to reach a contribution of 10 million tCO₂e over 15 years and to deliver additional benefits for communities, with a particular emphasis on promoting women's rights and empowerment. In 2023, this fund gathered €195.5 million of investments.

The Group is reviewing and realigning its climate transition plan with its most recent targets and updated climate risk and scenario analysis whilst continuously identifying, assessing and mitigating climate change related risks and opportunities on the short, medium and long term. Climate-related risks can be physical (e.g. from extreme weather) and transitional (e.g. changing regulations and consumer expectations). If left unaddressed, both types of risk can produce significant operational, strategic and legal impacts, along with reputational repercussions.

Kering's TCFD-related work began in 2021 (see 2023 URD section 5.2 Acting against climate change), covering the development of climate scenarios, a qualitative and quantitative climate-related scenario analysis based in part on the effects of climate change on the economy, on the one hand; and the political, economic, social, technological, environmental and legal (PESTEL) effects, on the other hand. Drawing on these two scenarios, Kering has mapped climate related risks and opportunities, identifying 27 main physical and transition risks and 7 main opportunities with potential consequences for its business (covering full supply chain sourcing, value chain and existing operations) and the development of its strategy. This mapping also included interviews with contributing departments and internal experts and took account of practice at our peers. A variety of risks, from the impacts of climate change on the supply of key raw materials, to carbon pricing, to the effects of extreme climatic events on the Group's infrastructure, alongside those linked to consumer expectations, were identified. It was completed by an initial exercise to evaluate the potential financial impacts of certain risks and opportunities. As part of the continued work in 2023, Kering is using 2 climate scenarios (<2°C and above 4°C), based on RCP (Representative Concentration Pathway) and NGFS scenarios, including the SSP1 (RCP 2.6) and SSP5 (RCP 8.5).

Adaptation: Due to the impacts of climate change, Kering faces physical and transition risks, whose financial and operational impacts depend on the climate scenario considered for the Group ("Paris Agreement" scenario or "No mitigation" scenario as presented in its 2023 URD, section 5.2.2). In particular, in the accelerated transition scenario, Kering would be more severely affected by the risks relating to transition, while in the no mitigation scenario, it would be more severely affected by the physical risks. The transition risks to which Kering is exposed – in particular the risk relating to carbon pricing – are covered by the mitigation measures described. Adaptation to climate-related risks focuses more specifically adaptation to physical risks.

Kering's adaptation plans vary according to the type of risk and their probability of occurrence for Kering and its value chain, such as the water use reduction policy in its operations and sites' exposure to extreme meteorological events:

> In terms of its upstream supply chain, Kering is working in particular on the following areas to secure its sourcing over the long-term and support nature-based solutions, in particular the development of regenerative agriculture:

- **Sourcing:** implementation of the Kering Standards by suppliers with a target of 100% raw materials in line with the Kering Standards in 2025;

- **Direct support for sourcing programs for certain key raw materials;**

- **Kering Regenerative Fund for Nature:** launched in 2021, the aim of this fund is to support the transition from conventional to regenerative agriculture among producers of key raw materials for the Group in order to reach the target of one million hectares in 2025. Seven projects are currently supported in leather, cotton, wool and cashmere. The fund was extended in 2023 with the arrival of Inditex as co-investor alongside Kering, while a new call for projects was launched.

> For its own operations, Kering has defined Standards for Stores that cover both existing operations (Kering Standards - Store operations and management) and new operations (Kering Standards - Store planning and construction) with a view to minimize its environmental impacts and improve their resilience to external stressors.

As an example of a specific acute physical risk considered in Kering's assessment: extreme meteorological events can have significant negative impacts on agricultural production, thereby reducing resource availability and raising commodity prices. Increase in precipitations and drought events could impact available arable land and crops such as cotton or cashmere. This could increase Kering's operational costs considerably, as the Group relies on several agricultural raw materials such as cashmere which is key for Kering. For example, in a recent winter, a severe drought led to the loss of cashmere goats, leading to reduced cashmere availability and to a 30-50% price increase.

These physical risks could impact and disrupt Kering's value chain, by intensifying the need for diversifying cashmere sourcing regions and further developing regenerative agricultural practices with suppliers. To mitigate these risks, Kering works with suppliers to implement sustainable agriculture practices and develops pilot projects (Gobi Desert Cashmere), to redefine high quality and sustainable cashmere production in the Mongolian steppe.

Another example pertains to chronic physical risks. Long-term impacts of climate change like chronic changes in water availability, changes in climate patterns or rising temperatures resulting from climate change can have significant negative impacts on agricultural production. This could increase Kering's operational costs considerably, as the Group relies on several agricultural raw materials such as leather which is key for Kering, as leather-based products represent approximately 72% of Kering's revenue. For example, increased heat stress measured by the Temperature Humidity Index may affect cattle rearing in key sourcing regions, reducing leather availability and increasing the cost of leather hides, which could possibly result in a strong increase in Kering's operational costs. To mitigate these risks Kering monitors its key leather sourcing areas, favoring locations identified as less vulnerable to heat stress. Kering also pursues the development of alternatives to leather, the transition to a circular model promoting the upcycling of leather leftovers and the support of producers at the front lines of agricultural change in 17 countries as they test Kering's regenerative practices which favor climate-mitigation through the Regenerative Fund for Nature.

In this regard, the EP&L tool² is used to orient the Group towards sustainable sourcing solutions according to geography and impacts of raw materials such as leather or cashmere. Further details are provided in Kering's annual responses to the CDP Climate questionnaire.

All actions above contribute to Kering's mitigation and adaptation plan, with a view of preventing or minimizing the impacts and potential damage. The Group is working continuously to implement its mitigation and adaptation measures. Their prioritization and implementation are adapted to context-specific factors, such as the type of operations (e.g specific standards for stores, manufacturing processes and logistics), their locations, the raw materials sourced (considering their environmental impact, footprint and sourcing locations) as well as the best available technologies. Kering Sustainability Strategy, which is fully integrated into the Group's overall strategy, helps define the investment policy and is supported at the highest level of the Group. Every year, around €70 million of Kering's operating expenses are devoted to reducing its carbon footprint (please refer to answers to written questions prior to the 2024 AGM for further details). In addition, Kering has invested €100 million in the Climate Fund for Nature, which will be progressively disbursed through successive calls for funds as project are financed.

Additional information on LEED certifications, energy, water and waste management

Kering measures the consumption of all of its sites. Energy audits are performed on a regular basis on the most significant sites. In Europe to comply with the European Energy Efficiency Directive (EED) some 60 audits were done or are planned between 2022 and 2024. EED mandates large enterprises to perform regular energy efficiency audits at their premises every four years.

In the past 10 years Kering strongly invested in improving energy efficiency at its premises, with the result that energy intensity has decreased by 26% for offices, 48% for industrial sites, 37% for stores and 31% for warehouses. The levers have been:

- The passage to LED lighting, now covering the great majority of the lighting systems of the Group;
- The LEED certification of flagship stores and main buildings once they are built, opened or renovated which passed from less than 10 to 380 sites over this period;
- The passage from fossil fuel heating to electric heat pumps for space heating;
- From 2023, the integration of solar systems on the Group's sites' roofs and parking lots;

The EU taxonomy further incentivizes improvement of energy efficiency, as the requirements for a real estate project to be considered aligned, although similar to those of LEED, are more stringent in terms of energy efficiency. Kering is committed in achieving a high percentage of its financial figures (CAPEX in particular) aligned to taxonomy and reached 13% in 2023, and is reviewing the standards for acquisition, renovation and management of the Group's sites to allow a precise alignment of these internal rules to the taxonomy through better thermal insulation, efficient mechanical, electric and plumbing equipment, improved control systems and

² The construction of the EP&L utilizes databases that encompass a degree of variability inherent in the concept of assessing environmental impacts through LCA methods (Life Cycle Analysis: full LCAs: 46%, simplified: 49%, EEIO & others: 5%) as well as economic modeling tools.

management.

380 sites including flagship stores and other main buildings (headquarters, large offices, warehouses and industrial sites) have undergone LEED or equivalent certification, testifying of their environmental excellence. The LEED certification provides an overall framework for sustainable buildings, with a balance among the various impacts that construction and buildings have on the global environment. LEED-certified building includes lower operating costs, energy and water conservation, a healthier work environment, and reduced greenhouse gas emissions.

In particular, the LEED crediting system has large part of the final score related to energy efficiency measures and energy performance. Among the other areas covered by the certification, both the construction and demolition waste recycling and the management of waste that will be produced during the store/office/building operation are included. As regards construction and demolition waste, LEED provides a higher credit where it is demonstrated that 75% or more of waste is diverted from landfills. It also mandates the designers to calculate the exact bill of quantities and to measure the weight of waste. The LEED certification for interiors design (the one most used in renovations) imposes to foresee a significant surface dedicated to the collection of waste into at least 6 selection streams. Finally, a portion of LEED credits also impact water resources.

The Group has defined action plans to reduce the amount of water and energy use and to minimize waste that are adapted for the various types of sites it operates. For instance, the Kering Standards for sustainable production define requirements at each step of the production process (eg for tanneries or warehouses and industrial sites) while the Kering Standard for Stores and for offices provides clear indications on efficient energy and water management at store level, as well as on how to manage and organize waste collection at a site.

Since 2013, the Clean by Design program implemented by the Group aims to improve its environmental efficiency regarding energy, waste and water management. It consists of performance audits on water, energy and waste to identify opportunity for improving performance, completed by training and resources provided to participating sites. Since 2013, the program has focused on production suppliers, covering 59 historic tier 1 and 2 suppliers located in Italy, China and Japan. Its scope was expanded to the Group's owned tanneries, with one of them joining the program in 2023. The program provides dedicated training sessions on the main measures to reduce their environmental impact (metering, insulation of networks, clean cooling water and wastewater recovery and reuse, heat recovery from hot wastewater and flue gases streams, insulation, steam and hot water networks and management, de-steaming, compressed air).

Additional information on Water

Kering is committed to use the natural resources conscientiously throughout its value chain. The Groups works to improve its water management, protect water sources, reduce water consumption and maintain water quality within its own premises and collaborates with relevant actors across its supply chain.

In 2023, water withdrawals for the Group's tanning activities were highest in comparison with other sites, representing 29% of total water withdrawal and less than 0.3% of the number of sites. Water discharges also represent a significant impact for the tanneries owned by the Group, in comparison with the other sites.

As part of the Group's commitment to reach the level 2 of the ZDHC Supplier to Zero program for 100% of strategic suppliers, Kering organized dedicated training sessions on chemical management systems and the Supplier to Zero Program to which employees of specific sites owned by the Group such as tanneries or product manufacturers attended in 2023.

Additional information on Biodiversity

In 2023 and 2024, Kering has been one of the 17 corporate participants in the Initial Target Validation Group set up by the Science-Based Targets Network (SBTN), to pilot the validation process for the first public version of Science Based targets for Nature methods. As part of this pilot, the Group has followed the first 3 of the 5 steps of SBTN guidance (noting that Steps 4 and 5 have not yet been released):

- 1) **Step 1 - Assess:** After an initial sector-level materiality screening, Kering collected detailed data on: (i) the impacts (or pressures) of our value chains (including both "Upstream" value chain activities, from raw material production to primary processing, but also activities relating to processing materials into finished products and delivering them to the end user, under our "Direct Operations" scope), and contextualize with (ii) data on the state of nature related to those pressures (e.g., "water scarcity" information for a "water use" pressure -- conveying existing risks, as well as highlighting the severity of pressures exerted), and (iii) on the state of biodiversity more generally in the locations where these pressures are exerted.

- 2) **Step 2 - Interpret & Prioritize:** The Group interpreted and prioritized the data identified in Step 1 to set priority locations for target-setting.
- 3) **Step 3 - Measure, Set & Disclose:** Kering set robust, mostly location-specific science-based targets, informed by the results of Steps 1 & 2. Please note that Step 3 target-setting guidance is available for Freshwater and Land for the moment. Further guidance will be published by SBTN on Biodiversity and Oceans in the coming months.

Kering submitted its science-based targets for Freshwater and Land to the SBTN for validation.

In addition, the Group is also using alternative tools to identify biodiversity-related risks such as the WWF Biodiversity Risk Filter.

SOCIAL DIMENSION

This section intends to complement Kering's reporting on its human resources strategy.

Additional information on Kering's Workforce

Based on available data reported at local level in countries and territories representing 86% of the global workforce, the top 4 reported nationalities/citizenship are: Italian (28%), Chinese (14%), French (7%) and American (3%). For managers, the top 4 reported nationalities/citizenship are: Italian (30%), French (13%), Chinese (13%) and American (5%)³.

In 2023, women represented 59% of managers in revenue-generating functions (meaning working in sales).

Additional information on Kering's Culture of performance

As part of Kering's culture of performance, 360-degree feedback process is used either on an *ad hoc* basis for managers or for dedicated programs such as Kering Influence (6-month experience for top talents to challenge their leadership, influencing skills and their impact) or Kering Leadership (dedicated training for Kering top managers aiming to develop their leadership capabilities). With this approach, a 360-degree view of the employee's performance is provided and complements the People Performance Development Annual review and check-in conversations.

GOVERNANCE & ECONOMIC DIMENSION

This section intends to complement Kering's reporting on its stakeholder dialogue and governance.

Additional information on Kering's Suppliers

Kering's supplier social audit system is described in its 2023 Universal registration document (section 4.2 of the sustainability chapter), along with its supplier map and the results of supplier audits.

As part of the supplier base managed by Kering's central team for its Houses, 13.3% of suppliers were deemed critical in 2023 (of which 68.9% were in Tier 1 and 31.1% in Tier 2). In 2023, the percentage of total spend on critical Tier 1 suppliers was 81.1%. Suppliers are deemed critical when they are strategic and/or at risk. If they meet both criteria, they are only counted once. They are given special attention in view of their importance to the business and their location. Among the audits conducted in 2023, this included 386 critical suppliers assessed, out of which 43 were rated "progress expected" or "zero tolerance". Robust corrective action plans were put together following the audits, wherever breaches of compliance, and particularly serious breaches, were identified. Follow-up audits were then conducted to verify the resolution of the problem. A total of 11 critical suppliers saw their

³ These data complement Kering's 2023 social reporting campaign, which results are disclosed in the Sustainability Chapter of its 2023 Universal Registration Document and detailed in the Methodological Note - Social Reporting 2023. This note defines the methodological framework that is applied to Kering Social Reporting and notably the scope and list of data that were verified by one of the statutory auditors.

business relationship terminated in 2023 due to unsatisfactory audit results. Please note that these figures are part of the figures covering all audits reported in the 2023 URD.

In addition to its social audit system, Kering has developed several tools to support its suppliers in meeting ESG requirements set forth in its code of Ethics & Suppliers' Charter, its Sustainability Principles (both part of the contractual framework) and in the Kering Standards for sustainable production. These notably include, although not limited to:

- information on company's supplier sustainability program, process, and requirements, notably via the Vendor Portal (please refer to the 2023 URD section 4.1.2 for detailed description), trainings, e-learning and documentation available on the Kering Standards, as well as through dedicated communication campaigns on the whistleblowing system (see section 2.4.1). The vendor portal also serves as a vendor rating through dedicated questionnaires covering six categories including sustainability. This rating is used to assess suppliers' social and environmental performance, to calculate the sustainability performance indicators for suppliers, monitor progress and define the scope of new projects. As part of the ongoing dialogue between production teams and their suppliers, a positioning of the supplier's rating compared to its competitors can be communicated to suppliers – allowing them to benchmark their ESG performance against that of their peers;
- in-depth technical support programs to build capacity and implement improvement actions, notably via the Clean by Design program (see section 4.1.2), that aims to improve environmental efficiency and reduce the environmental footprint of 59 textile manufacturers with dedicated trainings, on-site visits and energy, water and water efficiency audits. On average, factories applying the program reduce their water use by 5 to 10% and their energy consumption by 10 to 20%. In addition, as part of Kering's objective to have 100% of its strategic suppliers achieving level 2 of ZDHC Supplier to Zero Program by 2025, Kering organized several outreaching training sessions to increase suppliers' awareness and knowledge on hazardous chemicals and sustainable chemical management in 2023. The sessions were organized in collaboration with other signatories, with the support of a ZDHC training provider to ensure a consistent approach. 295 suppliers participated, representing 50% of raw materials purchases (leather and fabrics), 83% of suppliers of leather products and shoes, and 68% of finished products bought for the Group's ready-to-wear items and accessories. Suppliers also have access to a ZDHC tool called the Detox live map, which allows suppliers to benchmark their performance against peers on and to assure alignment with ZDHC's requirements;

Finally, to ensure suppliers' compliance with Kering's MRSL requirements (which are aligned with the ZDHC MRSL v3.1), on-site assessments are carried out by independent accredited auditing body such as:

- On-sites visits carried-out by ZDHC accredited auditing body on chemical management to verify suppliers' compliance with sustainable chemical management requirements posed by the Group. In 2023, 40 audits on high and medium chemical risk suppliers were performed.
- On-site test to verify industrial wastewater performances on limits of several parameters as pH, heavy metals and chemicals listed in the Kering's MRSL by a ZDHC accredited laboratory. In 2023, 8 strategic tanneries were offered to have wastewater tests performed on-site.
- Chemical Inventory Checks are remotely performed audits on suppliers' chemical inventory compliance with Kering's MRSL. These audits are run by a ZDHC accredited auditors. In 2023, Kering offered the Chemical Inventory Check to 13 suppliers.

Additional information on Risks Management Processes

Kering has put in place an onboarding process for all new Board members. New Board members meet Legal, Internal Audit/Risk Management, Sustainability, General Management, and other services that may be useful for their understanding of the business. Regarding Internal Audit/Risk Management, new Board members meet the Chief Audit Executive who walks them through the risk assessment process, including the identification of risks, the discussion of the different types of impacts, the rating and the action plans. The discussion includes the explanation of how the Group's risk map stems from the consolidations of the Houses' risk maps and of the detailed risk maps for the Duty of Care, the Sapin2 Act, Cybersecurity, to name a few.

One specific session of the Board of Directors is held every year in October, during which the Chief Audit Executive presents the Group's risk map with its key highlights and business considerations.

Additional information on Data Privacy and Cybersecurity

In 2023, Kering did not report any breach to privacy protection authorities regarding data protection matters.

Failure to comply with the principles and rules of the Privacy Policy (including any other policies referred to therein, as the case may be) or Kering information use policy may have serious adverse consequences. Such failure may lead to disciplinary sanctions, ranging from a verbal warning up to dismissal of Users who are employees or termination for fault of contract entered into with non-employee users, in accordance with the procedures provided for by applicable laws and internal rules, and, in some cases, in criminal charges being pressed.

As of 2023, Kering does not use customer data for secondary purposes.

At Kering, the protection of personal data is an everyday value and an essential part of our activities. When relying on third-parties to process personal information, Kering and its Houses ensure a comprehensive evaluation of their privacy maturity, so that data processing activities are carried out in a consistent, compliant and trustful manner. To this end, Kering and its Houses reserve the right of auditing them, allowing the Group to trust on privacy responsible partners only.

In the context of Customer Profile creation, each House of Kering may collect and process personal information related to an individual, allowing such a natural person to benefit from a personalized and tailored experience, as well as accessing to some specific services or purchasing from Houses' websites. Before creating a Customer Profile, data subjects are exhaustively informed about how their personal information will be processed. In such context and when this is required by applicable privacy laws, data subject may also opt-in to receive marketing contents or being profiled to have a personalized and tailored experience based on their interests.

Additional information on Trade Associations

Kering disclosed the trade associations which it is a member of, or engages with, which are likely to take a position on any policy, law or regulation that may impact the climate in its CDP 2023 answer, as specified below:

C12.3b

(C12.3b) Provide details of the trade associations your organization is a member of, or engages with, which are likely to take a position on any policy, law or regulation that may impact the climate.

Trade association

Other, please specify (Comité Colbert)

Is your organization's position on climate change policy consistent with theirs?

Consistent

Has your organization attempted to influence their position in the reporting year?

No, we did not attempt to influence their position

Describe how your organization's position is consistent with or differs from the trade association's position, and any actions taken to influence their position

Comité Colbert is an association funded in 1954 in order to promote the Luxury industry and its specific features with respect to public authorities in France and Europe. The Comité Colbert is an association governed by the French law of 1901 founded in 1954, bringing together 93 French luxury Maisons, 17 cultural institutions and 6 European luxury Maisons. It unites 14 different métiers including Leather & leather goods, haute couture & fashion, jewellery and horology, perfume & cosmetics. Comité Colbert purpose is to "passionately promote, to sustainably develop and to patiently transmit French savoir-faire and creation in order to inject a new sense of wonder". Hence, sustainability is established in the purpose of this association supported by Kering.

Funding figure your organization provided to this trade association in the reporting year (currency as selected in C0.4)

174266

Describe the aim of your organization's funding

Kering contribution aims to support the Comité Colbert meetings and functioning including representation.

Have you evaluated whether your organization's engagement with this trade association is aligned with the goals of the Paris Agreement?

Yes, we have evaluated, and it is aligned

Trade association

Other, please specify (AFEP (French Association of Private Enterprises))

Is your organization's position on climate change policy consistent with theirs?

Consistent

Has your organization attempted to influence their position in the reporting year?

No, we did not attempt to influence their position

Describe how your organization's position is consistent with or differs from the trade association's position, and any actions taken to influence their position

Representing 112 major companies, among which 98 are French companies, AFEP takes part in the public debate in order to provide pragmatic solutions to develop a competitive French and European economy. Kering takes part in AFEP's activities in order to ensure the most accurate alignment and share best practices regarding French and European on fiscal, legal, social, financial, environmental and corporate social responsibility matters. Kering is committed to implementing best practices on corporate responsibility and sustainability matters, as evidenced by the company's CSR reporting and EP&L accounting. AFEP's positions on sustainability, environment, climate, and energy are publicly available. Notably, sustainable development is now a central priority for AFEP's companies supported by Kering.

Funding figure your organization provided to this trade association in the reporting year (currency as selected in C0.4)

Describe the aim of your organization's funding

<Not Applicable>

Have you evaluated whether your organization's engagement with this trade association is aligned with the goals of the Paris Agreement?

Yes, we have evaluated, and it is aligned

In line with Kering's collaborative approach, the Group seeks to ensure that the most material sustainability topics identified are addressed by the industry associations and structures in which it plays an active role. For example, Kering:

- addresses matters relating to circularity, environmental labeling and product durability as part of work done under the auspices of the Fédération de la Haute Couture et de la Mode (FHCM);
- contributes to the development of a responsible fashion industry, including the promotion of social responsibility, as part of the Camera Nazionale della Moda Italiana;
- addresses topics related to the climate, oceans and biodiversity as part of the Fashion Pact, which was launched as a mission given to Kering Chairman and CEO François-Henri Pinault by French President Emmanuel Macron on the occasion of the G7 Summit in Biarritz in 2019.

Kering limits the number of trade associations of which it is a member. By being a member of these associations, Kering aims to ensure that it is fully informed about changes in legislation and regulations (through Afep, Medef, Confidustria, etc.) and to keep up with the main issues in the Luxury industry (Comité Colbert, Altagamma, Walpole, etc.). Kering's contribution to those associations is intended to encourage the sustainable growth of the Luxury industry and is aligned with the Group's sustainability approach.

If the Group were to find a material misalignment between the positions of an association of which it is part and its own ESG objectives (for example, misalignment of the association's activities with the goals of the Paris Agreement), it would (i) engage with the association concerned to achieve realignment with clear timelines, but if that were unsuccessful, the Group would (ii) questions whether to leave the association. The Group grants itself the option not to renew its membership each year, based on its own priorities or if the positions taken by the entities diverge from its commitments, values, or ESG objectives. Such divergence has not yet been found to have occurred as part of the monitoring done by Kering's employees and their participation in these associations.

Empowering Imagination

sustainability@kering.com www.kering.com/en/sustainability